



Human Resources Division
P.O. Box 942718
Sacramento, CA 94229-2718
Telecommunications Device for the Deaf - 711
(916) 795-3065 FAX - (916) 795-4001

February 19, 2008

AGENDA ITEM 8

TO: MEMBERS OF THE PERFORMANCE AND COMPENSATION COMMITTEE

- I. SUBJECT:** 2007-2008 Performance Plan for the General Counsel
(First Reading)
- II. PROGRAM:** Administration
- III. RECOMMENDATION:** Approve the First Reading of the 2007-2008 Performance Plan for the General Counsel

IV. ANALYSIS:

The Board of Administration's Compensation Policies and Procedures include a schedule for approving performance plans and reviewing quarterly status reports. Performance plans for newly-appointed investment management and senior executive staff will be presented on a flow basis, as soon as is practical after each position is filled.

As discussed at the December meeting, the provisions of Government Code 20098 were amended to include the General Counsel position under the authority of the CalPERS Board of Administration. This item presents, for first reading, the performance plan for the General Counsel. The duty statement is attached for information.

V. STRATEGIC PLAN:

Under Goal V of the Strategic Plan, CalPERS is committed to sustaining a high performance work culture. This can be accomplished at the highest executive levels through the establishment of methods that provide broad flexibility in the recruitment, retention and compensation of key personnel.

VI. RESULTS/COSTS:

The establishment of performance measures is critical to the management of a competitive compensation program for executives at the highest levels of the organization. This, in turn, is critical to the success of the organization. The cost of performance awards that might arise from the recommendations in this item will be funded from existing resources.

Chris O'Brien, Chief
Human Resources Division

Gloria Moore Andrews
Deputy Executive Officer - Operations

Attachments

**2007-2008 Performance Plan for the
General Counsel**

A duty statement and 2007-2008 Fiscal Year Performance Plan is presented for first reading in the following pages:

Position

General Counsel

Current Incumbent

Peter Mixon